

Please accept this photo of our local Surrey Air Ambulance instead of the traditional Christmas Card. We have been so impressed with the magnificent service they offer that we have once again donated to them instead of sending cards.



**O**ur photos may look chilly but, rest assured, we are warmly wishing you a very Happy Christmas and a Prosperous New Year. We hope the recent cold weather hasn't caused you too much upheaval.



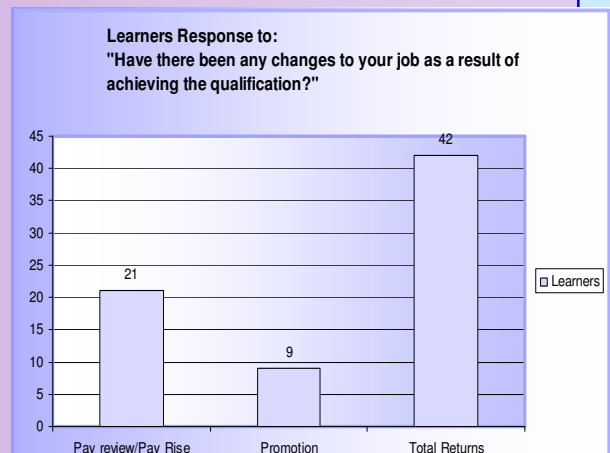
2010 has been a tough year for Apprenticeships with a new Coalition Government and cutbacks in Apprenticeship funding, but a very positive Ofsted inspection brought the smile back to us all. We look forward to working with you in 2011 to help meet the challenges that today's economic climate brings. Sadly we can't do anything about the freezing weather. We think it is probably a symptom of global warming!

## What value an Apprenticeship!

This year (2010) 50% of our Apprentices received a pay increase during or on completion of their Apprenticeship and 21% of our Apprentices received a promotion during or on completion of their Apprenticeship.

We hope this graph clearly demonstrates the value of Apprenticeships to employers who have found that training their staff in their workplace environment has resulted in improved job knowledge and better productivity. This has been recognised in many cases through a pay rise or promotion.

Our Employers appreciate the value of the Apprenticeships we deliver as 67% of them are repeat business this year.





**Richard Lambert** (pictured left)

CBI Director-General said in 2010:

“Employers really value the benefits that an Apprenticeship programme can bring. The training apprentices undertake is grounded in the day-to-day running of the business—developing relevant skills that add to the ‘bottom-line’. While for the apprentice, it is an opportunity to gain the technical abilities and transferable skills needed for a great start in their future career”.

This seems to echo the comments made by you and the findings of Ofsted during our inspection earlier this year (see last newsletter).

Please read what some of our Employers and Learners think below.....

## Employers' Comments

“Andrew was always supportive to our Learner and always encouraged his development”.

“Excellent communications and feedback, a very good combination that works very well”!

We asked “What else could we do for you” “ Not quite sure how you could improve your service”.

“Sue is a very good Assessor. She is always on hand to help”. Admin 3

## Learner Comments

“I have learnt a lot more about my job role over the last year”. Mgmt 3

“I really feel that I have had a lot of support from Jan and I am very grateful”. Admin 3

“Neighbour Training have always been helpful and contactable if and when needed. Thank you.” VN2

“I would really like to thank my Assessor, Janet, she really helped and pushed me so that I worked to the best of my abilities.” Admin 3

“Diana, my Assessor, was a great help and an asset to Neighbour Training”. EA3

## What's it going to cost me?

“The Learning and Skills Council (LSC) made a commitment that learning for 16 - 18 year olds would be free. The LSC's role has been taken over by the Skills Funding Agency ([SFA](#)) and the same commitment remains. However, there is an expectation that employers will contribute to the training of apprentices over the age of 18 and this is reflected in the funding allocated to college and private training providers. A fee is usually charged for apprentices within the 19 -24 age range and this may differ by institution.

As a guide, employers are expected to pay up to 50% of the training costs.” (Aimhigher 2010)

At Neighbour Training we have always kept our training costs to a minimum and will continue to do so wherever we can but the Government expectation is that we should now charge for 19+ Apprenticeships. Up to now we have resisted charging Employers for the training we provide, however, this Government has significantly reduced the funding available for Apprenticeships forcing us to introduce a charge for 19 and over.

Compared to other training options we are still the best value around.

